

DIVERSITY AT A GLANCE

2012



D I V E R S I T Y

EXCELLENCE | EDUCATION | EQUITY

Advancing Diversity in the Workplace

Diversity is an essential component of Shook, Hardy & Bacon's vision statement, which provides that SHB is deeply passionate about sustaining "a diverse environment where everyone is respected, feels appreciated and experiences fulfillment and enjoyment through meaningful contributions."

The firm's equal opportunity policy explicitly bars discrimination based on sexual orientation or gender identity, and domestic partner benefits apply to same-sex relationships. We actively partner with our clients to make significant progress in recruiting and promoting attorneys of diverse backgrounds.

SHB is actively involved in the Leadership Council on Legal Diversity, an organization of chief legal officers from *Fortune* 500 companies and law firm managing partners dedicated to improving diversity in the legal profession.

SHB: An Undisputed Leader

In mid-2011, the Women in Law Empowerment Forum (WILEF) announced that SHB was among its initial class of firms awarded a Gold Standard Certification for integrating women into the highest leadership positions in the firm. WILEF launched the certification initiative to "set the bar for all law firms to help recognize and promote women" by identifying and singling out "law firms whose support for women has led to real results at the highest levels of firm management, leadership and compensation."

Altria awarded SHB its inaugural Law Department Diversity and Inclusion Award in April 2010 to recognize the firm's commitment to diversity in the legal profession.

In January 2012, *The American Lawyer* magazine named SHB the winner of its sixth biennial Product Liability Litigation Department of the Year competition. This followed the firm's 2008 recognition as winner and 2010 recognition as a finalist in the Product Liability category.



Shook,
Hardy &
Bacon_{L.L.P.}

Diversity Checklist

SHB's award-winning Diversity Checklist is an innovative way of communicating the importance of diversity as a core value. SHB attorneys individually commit to achieve five to 10 diversity action items as part of their annual evaluation and compensation process. Attorneys choose these action items from a checklist of more than 80 ideas designed to allow individuals to personally support and promote the firm's diversity efforts and initiatives.



SHB Diversity Accolades



Best Places To Work
for LGBT Equality
Human Rights Campaign | 2010 - 2012
100% Corporate Equality Index



Gold Standard Certification
Women in Law Empowerment Forum | 2011



Best Law Firms For Women
NAFE/Working Mother & Flex-Time Lawyers
2008, 2009, 2011



MCCA Sager Award
Midwest Region | 2002 & 2010
South/Southwest Region | 2001



Living The Values Award
The Coca-Cola Company | 2008



Law Firm Diversity Award
Defense Research Institute | 2006



No Glass Ceiling Award
The Bar Association of San Francisco | 2005

Scholarships

The SHB Foundation awards annual scholarships to minority law students. To date, the SHB Foundation has awarded more than \$500,000 to increase the number of minority attorneys in the legal profession.

Recruiting

SHB recruits at minority job fairs across the nation, including the Heartland Diversity Job Fair, Cook County Minority Job Fair, DuPont Minority Job Fair, Lavender Law Job Fair, and Southeastern Minority Job Fair.

Diversity Pipeline Programs

SHB spearheads, creates and supports programming designed to provide students at the high-school, college- and law-school levels with motivating opportunities to learn about careers in law and to increase their chances for success in law school. Examples include the Leadership Council on Legal Diversity Pipeline Subcommittee, Historical Society's Mock Trial Program in Washington, D.C., and Judicial Intern Opportunity Program in Miami.

Women's Management Council

This proactive group of SHB women partners serves as a catalyst for programs targeting the unique challenges facing women practitioners. Among other things, the WMC holds seminars for women associates to discuss work/life balance challenges and leadership opportunities. It also provides forums to network with successful women attorneys and judges in the greater legal community.

By the Numbers

452

Number of Attorneys

7

2012 Vault Survey
Ranking/Overall Diversity

202

Women & Minority
Attorneys

9

2012 Vault Survey
Ranking/Diversity for
Women



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